



## QUALITY AND ENVIRONMENT POLICY

### VISION:

To make Slam the point of reference in the sailing world (above all in Olympic classes).

### MISSION:

To grow, optimising its Italian identity as a premium sportswear brand, developed over more than 40 years of passion and innovation on the regatta fields across the globe.

### POSITIONING:

PILLARS	Genoa - Italy	Sailing	Italian Style
VALUES	True and passionate	Performance oriented	Knowledgeable

Slam develops these guidelines through an analysis of the critical areas of the 2015 business model, namely:

- Product - trivialised and procured in excessive volumes
- Distribution - excessive dependency on wholesale channel, own DoS and outlets
- Sourcing - incompatible commercial terms, medium-low bracket
- Warehouse/logistics - large stocks

The achievement of the mission set is hinged on four principles:

1. brand identity
2. customer selection
3. 360° digital marketing consistency
4. stock management

SLAM.COM S.p.A. undertakes to make these values a concrete part of its business, in the firm belief that it is essential in order to maintain the excellence of products and processes; furthermore, by adopting an Environmental Management System compliant with international standard ISO 14001, SLAM.COM S.p.A. has chosen to formalise its commitment and sensitivity towards environmental matters with the ultimate aim of maintaining its brand image linked to nature and the sea over time, improving its

environmental performance and spreading a culture of respect for the environment to all its internal and external stakeholders.

Indeed, the company believes it has a responsibility in regard to those involved by its processes:

- the end buyers, who expect a high quality product, guaranteed by controls throughout all phases of production;
- direct customers, whose needs are monitored constantly;
- employees and collaborators, who expect professional growth and motivation as they go about their duties;
- suppliers, mainly those to which provisions are outsourced, chosen according to their conformity with the company's objectives;
- the general public, for the correct protection of the environment and for ethical aspects.

On the basis of these responsibilities, the company has chosen to uphold management principles that constitute the very basis of ISO standards.

The following are the general strategic objectives within the context of this policy:

- to pursue customer satisfaction, handling relations systematically so as to rapidly ascertain any new needs that may emerge;
- to involve its staff in the pursuit of the organisation's objectives and the continuous improvement of efficacy and efficiency, creating a climate of correct behaviour and trust, hinged on their motivation and professional growth;
- to manage resources and activities as processes, standardising and integrating them, establishing the responsibilities for the management of the core activities, assigning resources, methods and materials, assessing the relevant consequences on the stakeholders and studying points for continuous improvement;
- to always act in complete compliance with all national and regional legislation as well as all regulations and standards applicable, even if voluntarily adhered to by the organisation, paying particularly close attention to the continuous update of environmental provisions;

- to manage the environmental aspects linked to its activities/services in order to help protect the environment and prevent pollution and, where held necessary, to formalise specific operating procedures and/or targeted programmes and objectives with a view to assuring continuous improvement;
- to maintain open dialogue with all third parties concerned, in regard to its environmental policy and the commitment to continuous improvement;
- to obtain high standards in process management;
- to involve suppliers in shared improvement plans;
- to consolidate its market image;
- to seek out additional development opportunities.

The Management assures that the corporate policy is understood, implemented and maintained by all staff, using means and resources that are suitable to this end: training and refresher courses, internal audits and staff involvement in achieving continuous improvement.

**SLAM.COM SpA**